

16 November 1977

MEMORANDUM FOR: Senior Directorate Personnel Officers

STATINTL FROM :
Chief, Staff Personnel Division

SUBJECT : Executive Interchange Program

1. Attached is a pamphlet on the President's Executive Interchange Program. Your Directorate may wish to nominate one or two candidates for this program. Such nominations should be received in this office by 16 December.

2. We will have to be careful to avoid potential conflict of interest situations, such as a business with which the Agency has a contract.

Attachment

15/
 STATINTL

Distribution:

Orig - DCI-PO

1 - DDA-PO

1 - NFAC - PO

1 - DDO - PO

1 - DDS&T - PO

X - D/Pers Chrono - *President's Interchange Program*

1 - SPD Chrono

1 - SPD Subject File

STATINTL/SPD/ (16 Nov 77)

Government/Business
Chances
are you
only know
the half
of it.



To get ahead in today's complex Business and Government arena you need to know all sides of the story. That's the purpose of the President's Executive Interchange Program. Senior grade managers must be knowledgeable, not only of the latest management techniques in government, but also of the operations of the private sector. Increasingly, advancement into higher level management positions requires a thorough understanding of the structure and goals of both government and business. Knowing only half the story is no longer enough.

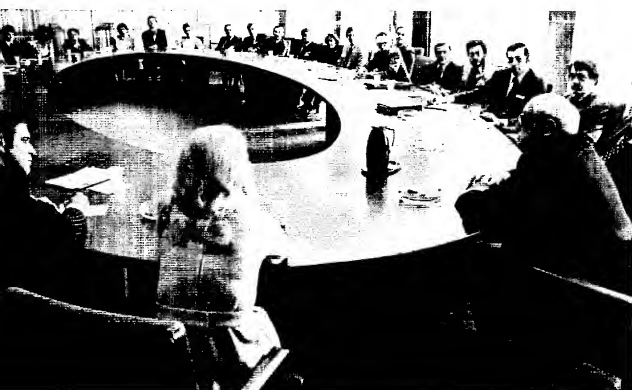
The program provides this management development opportunity, plus encouraging closer cooperation between government and business. Exceptional men and women are needed to spend a year working in the business world, bringing their talents and expertise to bear on private sector tasks, then returning to the Federal arena with a broader vision of how business and government can improve their operations and work together effectively.

HOW IT WORKS

Interchange Executives from the Federal Government are nominated by their agency heads on the basis of high potential for advancement, demonstrated job accomplishments, integrity, intellectual ability, and willingness to relocate. While there are no age or grade limits, Interchange Executives are usually between 30 and 45 and GS 13, 14, or 15.

The President's Commission on Personnel Interchange reviews these nominations (which must be received by February 1), selects candidates to be

interviewed, and matches the chosen candidates with the best available private sector positions, taking into account the executives' backgrounds, interests, and abilities. Assignments that might lead to even the appearance of a conflict of interest are carefully screened out.



During the Interchange Year (September through August), private sector host organizations pay Interchange Executives the same salary they would have received from their sponsoring Federal agencies. (Fringe benefits remain the responsibility of the sponsoring agency, however, as do moving expenses.) The host organization also allows released time for educational activities and pays expenses for those activities.

EDUCATION PROGRAM

The educational component of the President's Executive Interchange Program rests on a series of joint conferences:

- a five-day orientation meeting to introduce executives to the philosophy, operations, and problems of the private sector.
- a mid-year European study seminar to examine the trading, political, and military policies of various nations and to explore their relationships with the United States, the European Community, and NATO.
- a year-end conference to evaluate the Interchange Year and discuss the implications of re-entry into the executives' sponsoring Federal agencies.

Other informational and training sessions are conducted by host organizations, addressing issues that face the private sector.

OBJECTIVES

The primary objective of the President's Executive Interchange Program is to promote a better working relationship between government and business. In addition, the program is designed to:

- provide professional growth for high-caliber executives
- exchange management expertise and innovative techniques
- build a cadre of executives with experience in both government and business who can be called on to serve on Federal advisory bodies and high appointive positions in the future.



FOR MORE INFORMATION

Contact your agency personnel officer or the
President's Commission on Personnel Interchange
 1900 E Street, N.W.,
 Washington, D. C. 20415, or
 phone (202) 632-6834.